BEYOND STAFFING GAPS: A Scalable Nursing Float Pool Model for Integrated Oncology Care

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TEXAS ONCOLOGY

SERVICE / PROGRAM BACKGROUND

WHY THIS MODEL WAS NEEDED

- ✓ Staffing gaps threatened treatment capacity across geographically dispersed clinics.
- ✓ Coverage required consideration of patient needs, treatment complexity, staff competency, and site workflow.
- ✓ 2022: Float Pool launched with 3 statewide RNs.

ADAPTABILITY

Program Expansion

- ✓ Statewide + regionally based staffing balances broad flexibility with local workflow familiarity.
- ✓ Core components can be adapted to organizational size, services, and workforce composition.
- ✓ Start centralized → expand regionally as demand patterns emerge.

SIGNIFICANCE

AN INTERNAL FLOAT POOL CAN FUNCTION AS WORKFORCE INFRASTRUCTURE — NOT JUST TEMPORARY COVERAGE.

- ✓ Strengthens staffing stability and continuity of care.
- ✓ Promotes consistent onboarding, competency expectations, and clinical practice.
- ✓ Supports patient access, operational stability, and integrated oncology care.

STANDARDIZED OPERATING FRAMEWORK

Role-Based Competencies	• Standardized onboarding • Competency validation • Clinical expectations
Centralized Coordination	Assignment prioritization • Pre-Assignment Preparation • Communication
Statewide + Regional Model	Broad Geographic Flexibility + Local Workflow Familiarity
Utilization & Escalation	Dashboards • High-Use Locations • Urgent/Prolonged Need Criteria
Feedback & Improvement	Post-Assignment Surveys • Staff Feedback • Leadership Review

LEARNING OUTCOME

After reviewing this poster, participants will be able to:

- ✓ Describe how a standardized interdisciplinary Float Pool model can be implemented and adapted to support staffing stability, continuity of care, patient access, and safe, consistent oncology practice across sites.

Why This Matters

- ✓ ***KEY TAKEAWAY:*** A scalable Float Pool can evolve from temporary "coverage" into durable workforce infrastructure supporting patient access, practice consistency, and operational stability..

PROGRAM AT A GLANCE

Performance is monitored through assignment-request data, feedback, utilization trends, and recurring coverage needs.

8,500+ STAFFING REQUESTS PROCESSED
January 2022 – June 2026

2022 Pilot
3 RNs

1

Current
19 Active Staff
16 RNs + 1 LVN + 2 MAs

2

Pending
3+Hires

IMPACT

CLINICAL REACH

- ✓ Infusion • Medical Oncology • Radiation Oncology • Specialty Workflows

WORKFORCE STABILITY

- ✓ 90% Float Pool Retention Rate

PRACTICE STANDARDIZATION

- ✓ Standardized onboarding, competencies, and clinical workflows

SCALABLE INFRASTRUCTURE

- ✓ Supports patient access and operational stability across a multi-site oncology network

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SCAN FOR DISCLOSURE & REFERENCES